

Toward an Equitable Future of Work in Minneapolis: Critical Indicators for Jobs, Opportunity, and Workforce Equity



Workforce Demographics



People of color account for 22 percent of the Minneapolis region's workforce.

Nearly two million people work in the Minneapolis region, including about 179,000 people of color.

While white workers are still a large majority of the labor force, the region’s population is rapidly diversifying.

White people are slightly overrepresented in the workforce (78 percent) compared to their share of the overall population (75 percent), But this is partly due to the racial generation gap in the region: 37 percent of youth are people of color, compared to just 9 percent of seniors.

[See the interactive data.](#)

Number and share of workers by race/ethnicity, Minneapolis region, 2019

Ethnicity ▲	Population	Percent
Total	1,922,165	
Asian or Pacific Islander	122,314	6%
Black	139,076	7%
Latinx	100,506	5%
Mixed/Other	44,952	2%
Native American	7,755	0%
White	1,507,562	78%

Latino includes people of Hispanic origin of any race; all other groups are non-Hispanic.

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Occupational Segregation



Persistent occupational segregation is a pressing challenge for workforce equity.

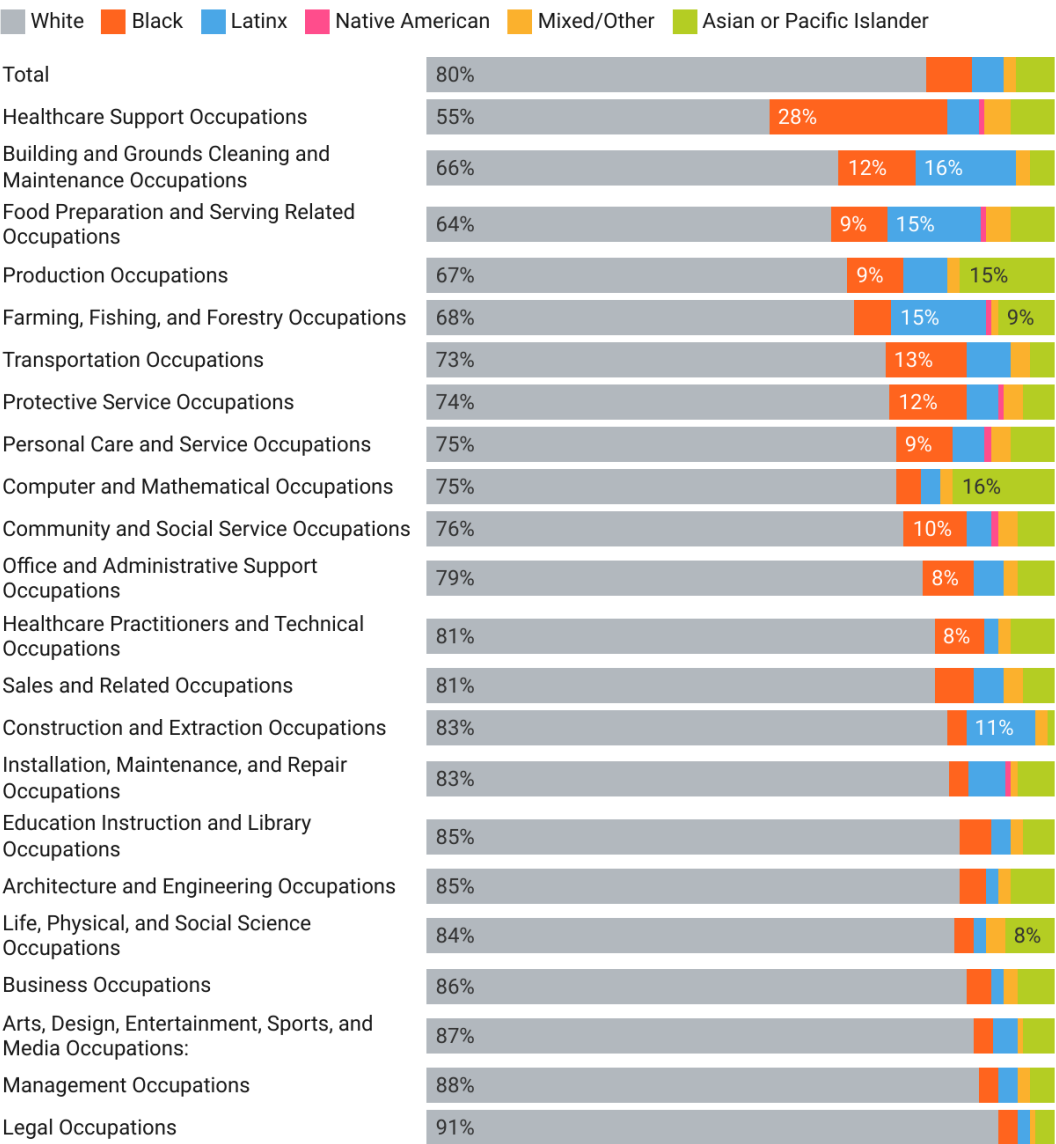
Occupational segregation continues to crowd many workers of color – particularly Black and Latinx workers – into lower wage, lower quality jobs.

Black workers make up 7 percent of the region’s workforce overall, but 28 percent of those in health-care support occupations, 13 percent of those in transportation, 12 percent of those in building and grounds cleaning and maintenance, and 12 percent of those in protective service jobs.

White workers are especially overrepresented among legal, management, and business occupations.

[See the interactive data.](#)

Share of workers by race/ethnicity and occupational group, Minneapolis region, 2019



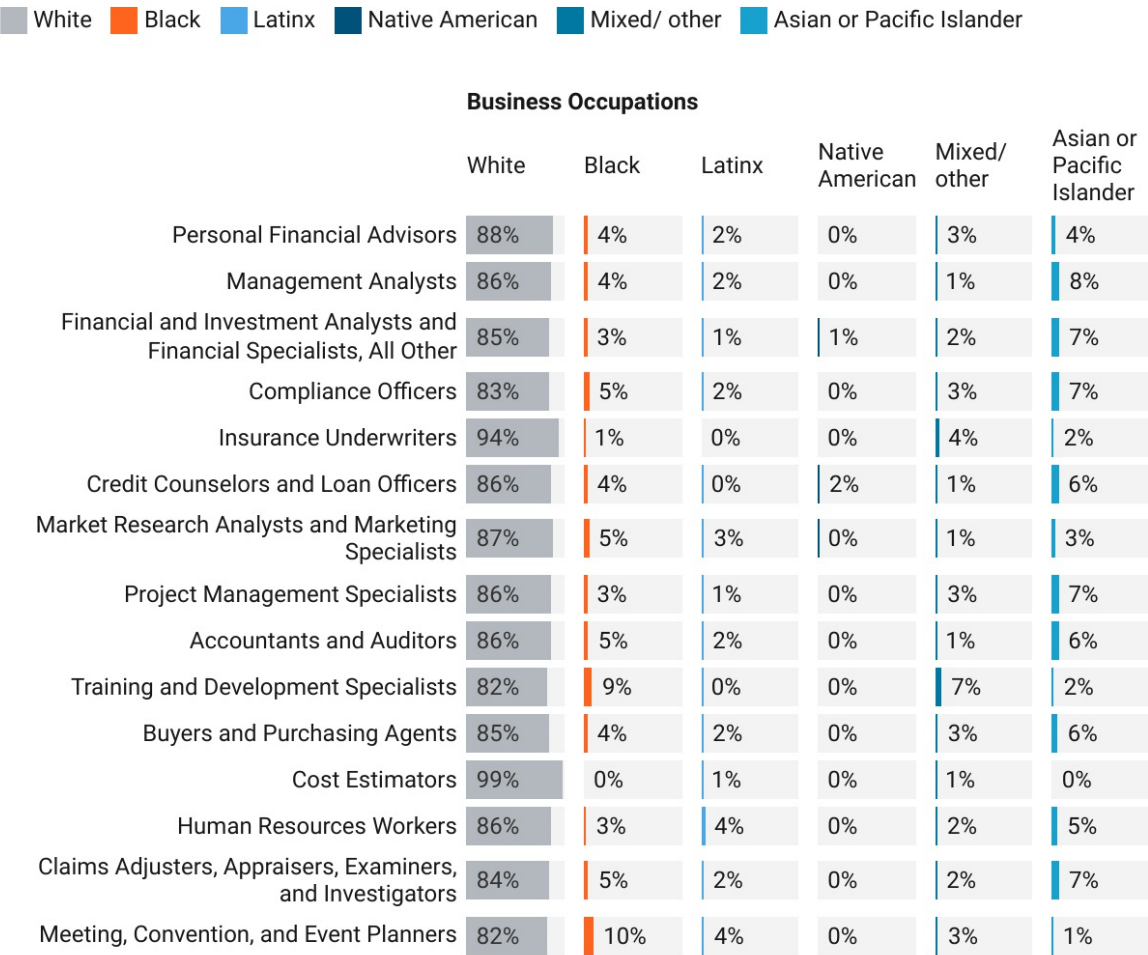
Persistent occupational segregation is a pressing challenge for workforce equity.

White workers are overrepresented among most of the region’s largest business occupations – especially cost estimators and insurance underwriters.

Black workers are underrepresented among many business occupations, with the exception of meeting, convention, and event planners and training and development specialists. They are most dramatically underrepresented among cost estimators and insurance underwriters.

[See the interactive data.](#)

Share of workers by race/ethnicity and detailed occupation, Minneapolis region, 2019



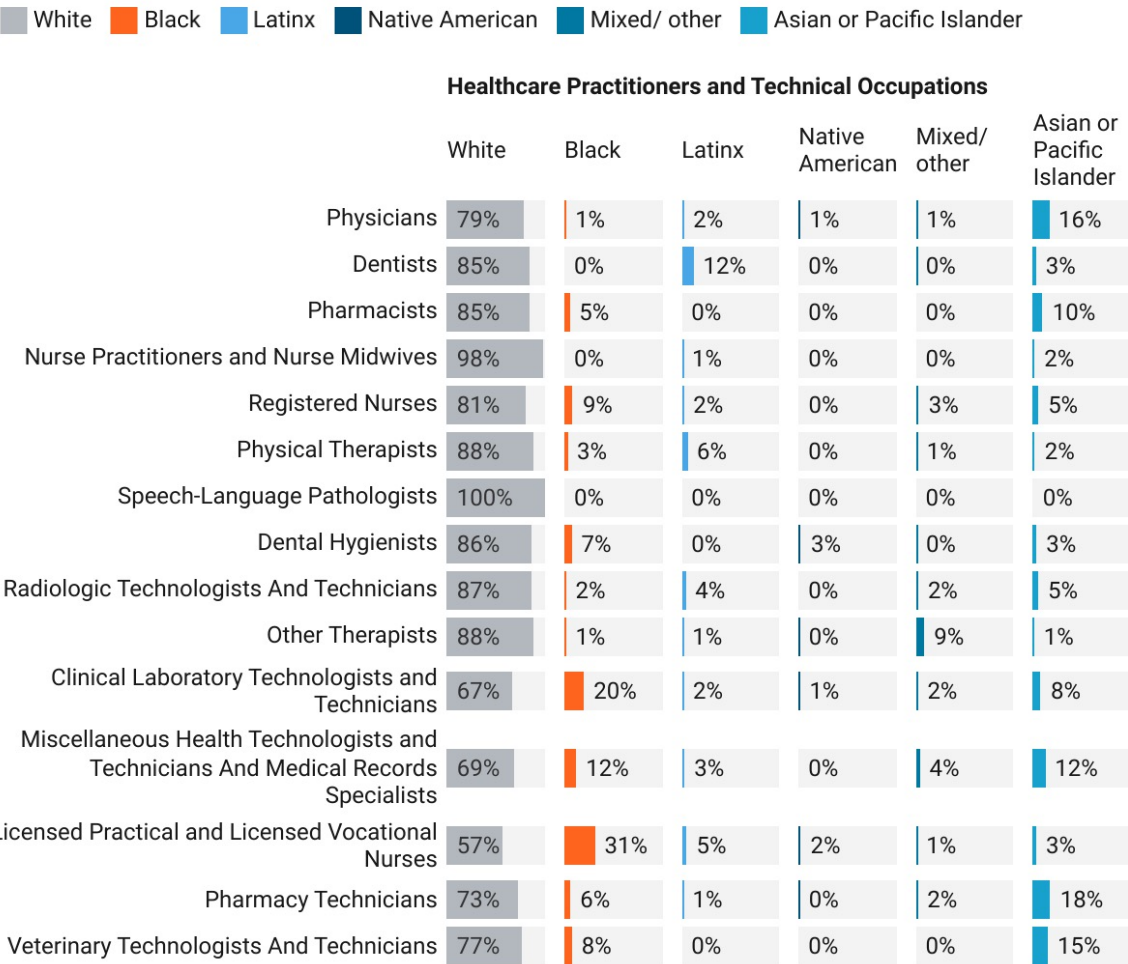
Persistent occupational segregation is a pressing challenge for workforce equity.

Among health-care jobs, Black workers are significantly concentrated among licensed practical and vocational nurses, pharmacy technicians, clinical laboratory and other technologists and technicians and medical records specialists. They are underrepresented among many other healthcare occupations such as speech-language pathologists, dentists, nurse practitioners and midwives, and physicians.

Latinx workers are underrepresented among most large health-care occupations, with the exceptions of dentists, physical therapists, and licensed practical and licensed vocational nurses.

[See the interactive data.](#)

Share of workers by race/ethnicity and detailed occupation, Minneapolis region, 2019



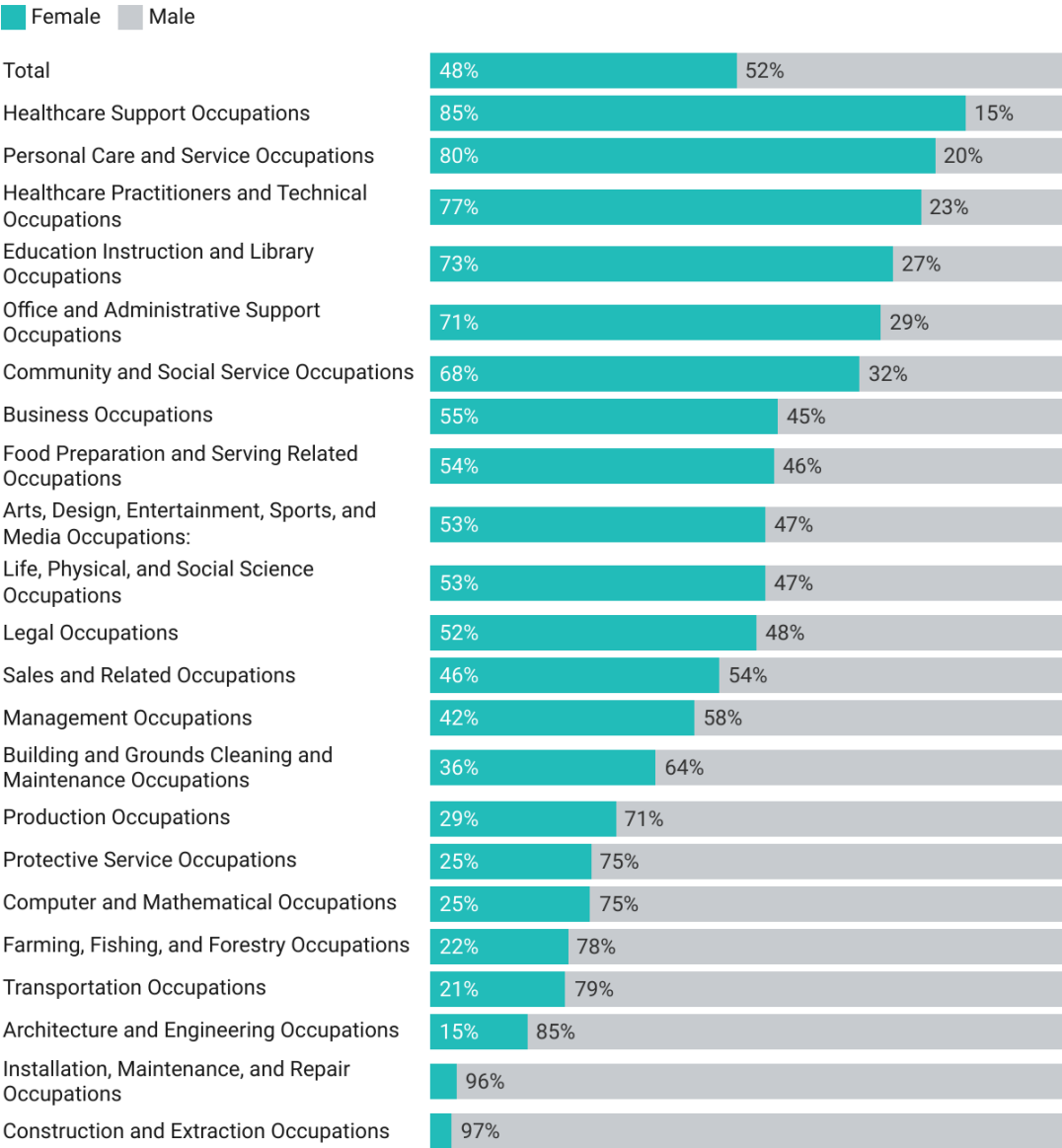
Most occupational groups are also segregated by gender.

Women make up just under half of the Minneapolis workforce (48 percent) but only 15 percent of those in architecture and engineering jobs and 25 percent of those in computer and mathematical jobs.

They are most overrepresented among health-care support occupations (85 percent), personal care and service occupations (80 percent), and healthcare practitioners and technical occupations (77 percent).

[See the interactive data.](#)

Share of workers by gender and occupational group, Minneapolis region, 2019



Future-Ready Jobs



Growing the number of future-ready jobs — and ensuring equitable access to those opportunities — is key to a thriving and sustainable Minneapolis economy.

Future-ready jobs are those that provide stable, family-supporting incomes for workers and strong future prospects for employers and communities, as defined below.

Living wage compensation:

Average wage for the occupation is sufficient to sustain a family of two working adults and two children — \$47,300 in Minneapolis (for an annual family income just over \$94,000).

Adequate wages are essential for families to meet their basic needs, weather emergency expenses, and plan for the future.

Stable or growing base of employment:

The number of jobs is projected to grow or to remain relatively stable for the next decade. That is, employment in the occupation is not declining by more than 10 percent over 10 years for large occupations, or more than 2 percent over 10 years for small occupations.

A reliable base of employment provides stability for businesses and communities.

Automation resilient:

The occupation has a probability of computerization lower than 50 percent, given the full array of tasks that compose the role.

Automation and digitization change the way work gets done, and some workers are at heightened risk of job displacement. If more than half the tasks of a job can be computerized, that job is considered vulnerable to automation.

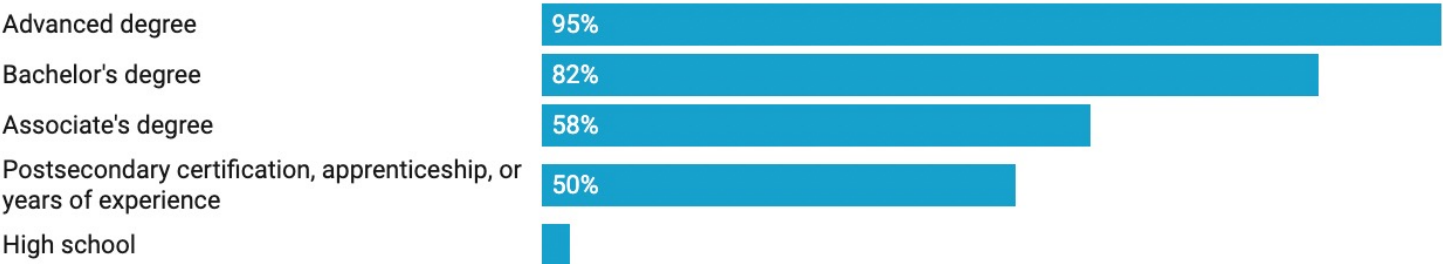
The majority of jobs in Minneapolis that require a college degree are future-ready.

More than nine out of 10 jobs that require an advanced degree are future-ready – providing family-sustaining wages, a stable base of employment, and resilience to automation. Over 80 percent of jobs that require a bachelor’s degree are also good jobs.

In contrast, just 3 percent of jobs that require only a high school diploma are future ready.

[See the interactive data.](#)

Future-Ready Job Rate, by Required Education, Minneapolis Region



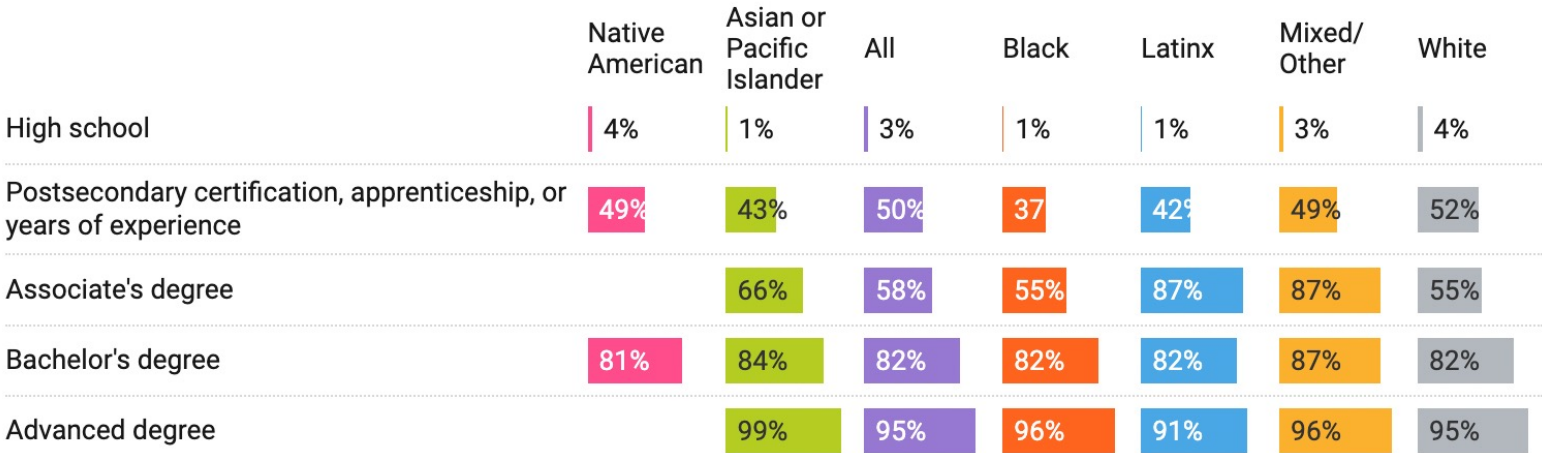
Among jobs that do not require a college degree, there are pronounced racial gaps in access to future-ready roles.

Very few jobs in Minneapolis that require less than an associate’s degree are considered future-ready. Among workers in jobs that do not require a college degree, white workers are more likely than Black, Latinx, and Asian or Pacific Islanders to have future-ready roles.

Among jobs that require at least a four-year college degree, racial gaps are quite narrow, with roughly eight in ten workers holding future-ready jobs across all racial/ethnic groups.

[See the interactive data.](#)

Share of workers in future-ready jobs by race/ethnicity and educational requirements, Minneapolis region, 2019



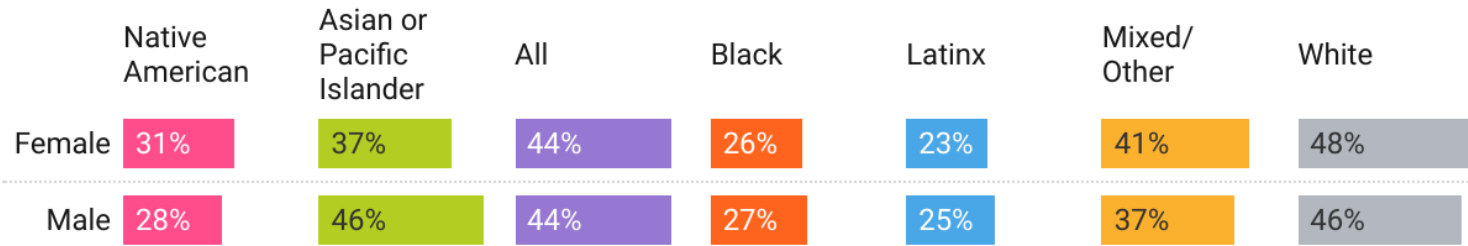
Among some racial/ethnic groups, access to future-ready jobs differs considerably by gender.

Overall, men and women are equally likely to hold future-ready jobs (44 percent). The gap is largest among Asian or Pacific Islander workers: 46 percent of men are in future-ready roles, compared to just 37 percent of women.

Among both men and women, Latinx workers are the least likely to be in future-ready occupations in Minneapolis: just 25 percent of male Latinx workers and 23 percent of female Latinx workers are in future-ready jobs.

[See the interactive data.](#)

Share of workers in future-ready jobs by race/ethnicity and gender, Minneapolis region, 2019



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Available Jobs



Automation risk is highest for Latinx and Black workers.

If more than half the tasks of a job can be computerized, that job is considered vulnerable to automation. In Minneapolis, 49 percent of male workers and 46 percent of female workers are in automation-vulnerable jobs.

The risk of automation-driven job displacement varies considerably by race/ethnicity: 62 percent of Latinx workers and 55 percent of Black workers are in automation-vulnerable occupations in the region, compared with 45 percent of white workers.

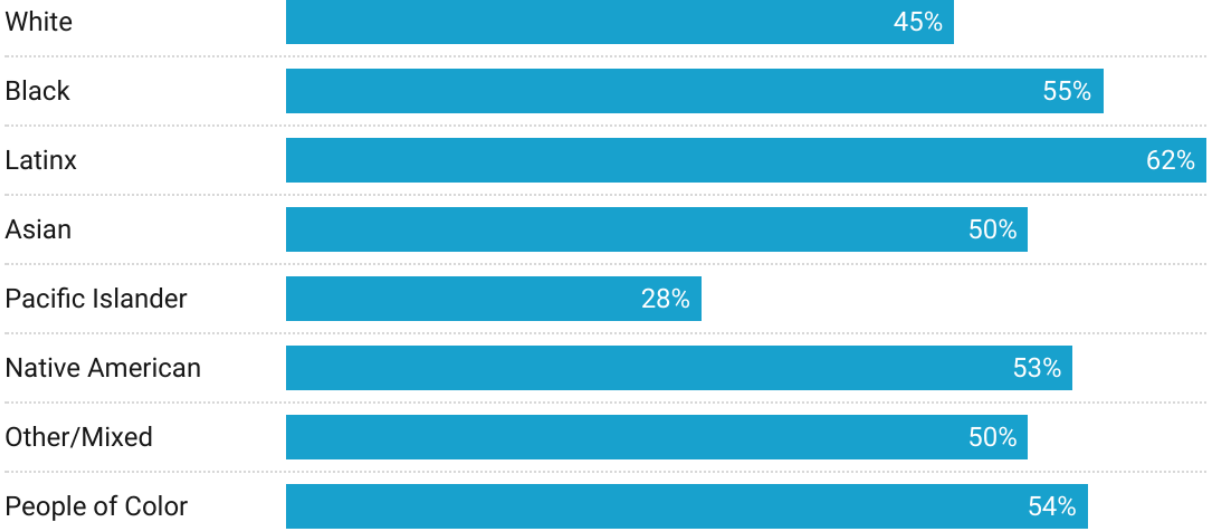
[See the interactive data.](#)

Automation risk by demographic characteristics, Minneapolis region, 2019

Gender



Race/ethnicity



Citizenship



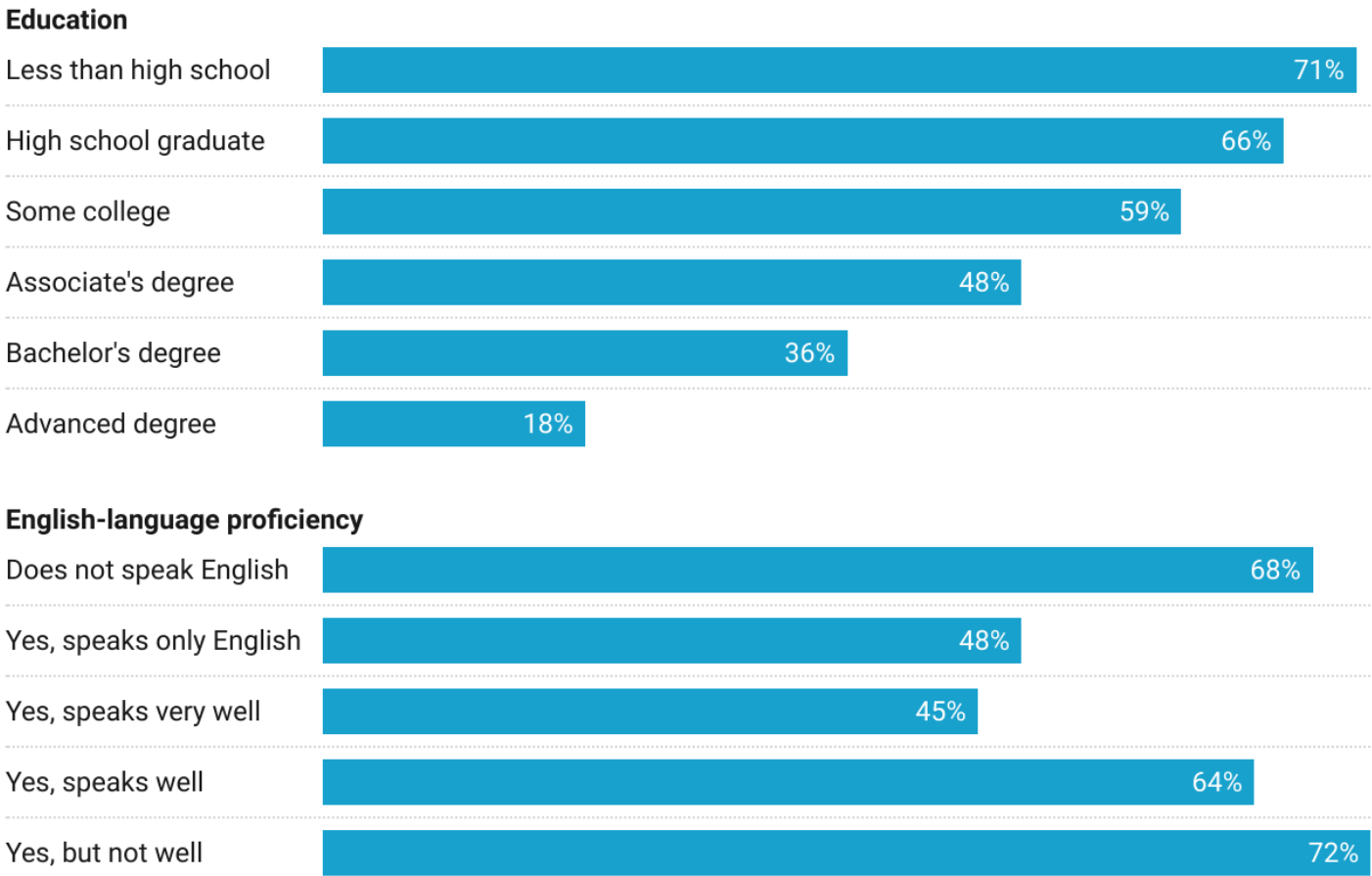
Workers with higher educational attainment and greater English proficiency are more likely to be in automation-resilient jobs.

Higher education is strongly correlated with lower risk of automation. Just 18 percent of workers with an advanced degree are in automation-vulnerable jobs, compared to 71 percent of those without a high school diploma and 66 percent workers with only a high school diploma.

Greater English-language proficiency is likewise associated with greater resilience to automation. About 45 percent of workers who speak English very well are at risk of automation, compared with 72 percent of those who do not speak English well.

[See the interactive data.](#)

Automation risk by education, Minneapolis region, 2019



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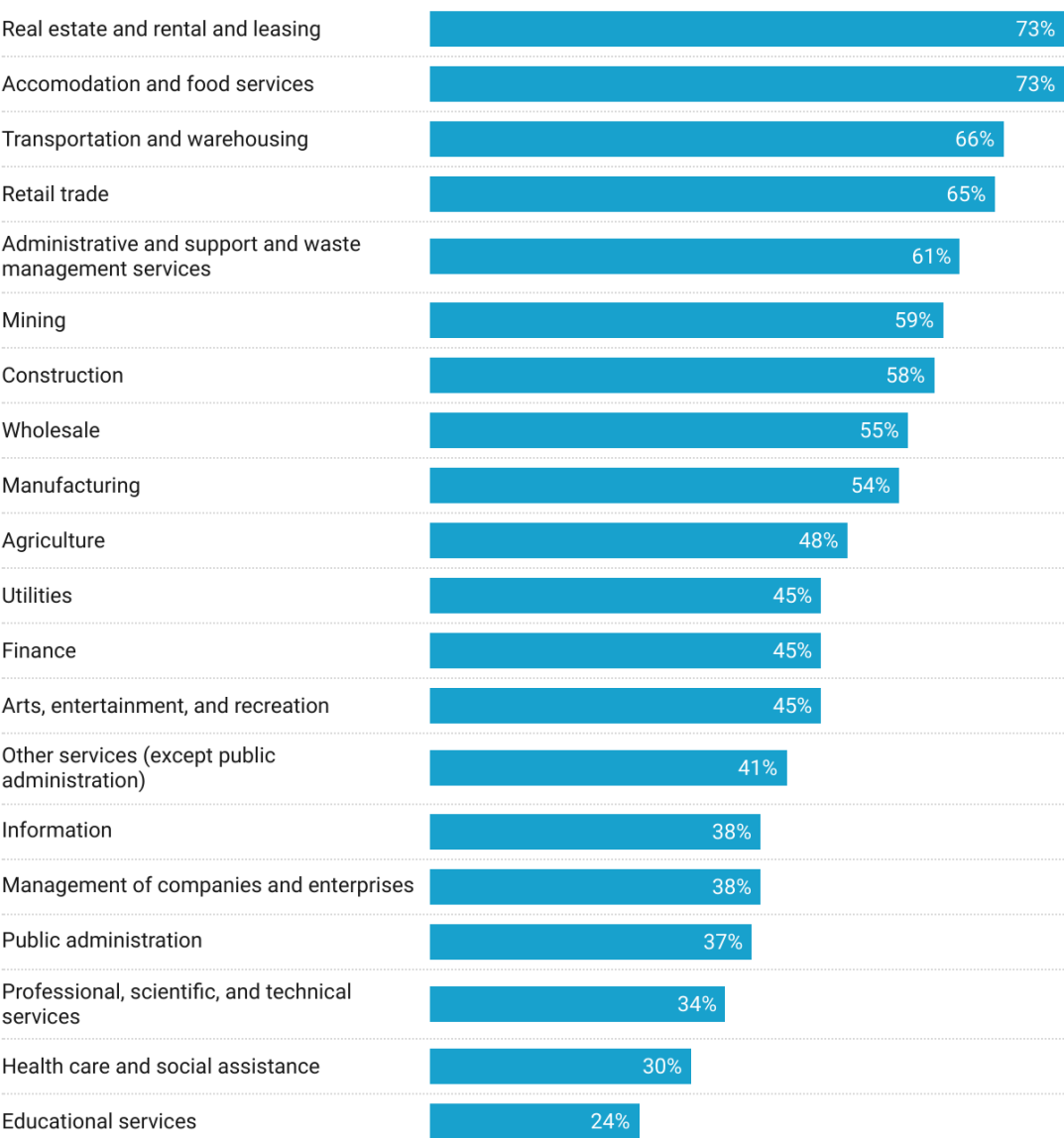
Workers in educational services have the lowest risk of automation, while those in accommodation and food services are at the highest risk.

Automation risk also varies by industry. In Minneapolis, the risk is highest among the real estate and rental and leasing industry and the accommodation and food services industry, in which 73 percent of workers are in jobs vulnerable to automation.

The most automation-resilient industries are educational services (24 percent of jobs at risk of automation) and health care and social assistance (30 percent of jobs at risk).

[See the interactive data.](#)

Automation risk by industry, Minneapolis region, 2019



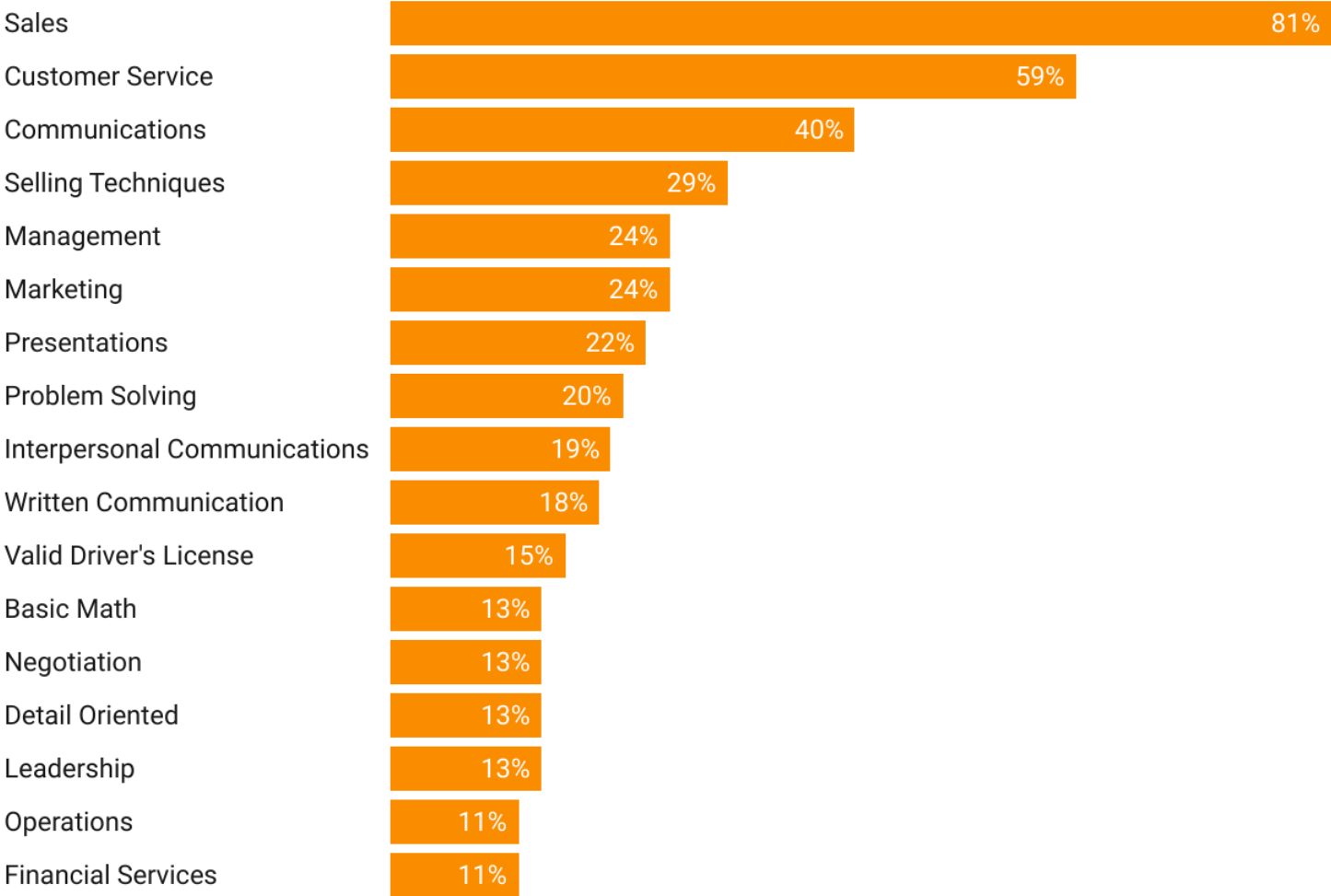
Building skills that are in demand for future-ready jobs can help workers access high quality employment opportunities.

Understanding the skills that employers are seeking in candidates for future-ready occupations can help jobseekers and training providers craft career pathways into good jobs.

This chart details the most-requested skills in job postings for sales representatives of services (except advertising, insurance, financial services, and travel) in Minneapolis, with sales, customer service, and communications skills topping the list.

[See the interactive data.](#)

Top skills for sales representatives of services, except advertising, insurance, financial services, and travel, Minneapolis region, 2019



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This chart details the most-requested skills in job postings for first-line supervisors of production and operating workers in Minneapolis. Communications, leadership, operations, and management skills are listed in about 40 percent of postings for these occupations.

[See the interactive data.](#)

Top skills for first-line supervisors of production and operating workers, Minneapolis region, 2019



Building skills that are in demand for future-ready jobs can help workers access high quality employment opportunities.

Understanding the skills that employers are seeking in candidates for future-ready occupations can help jobseekers and training providers craft career pathways into good jobs.

This chart details the most-requested skills in job postings for licensed practical and licensed vocational nurses in Minneapolis, many of which can be developed and honed through other healthcare occupations (skills such as CPR, vital signs, and basic life support).

[See the interactive data.](#)

Top skills for licensed practical and licensed vocational nurses, Minneapolis region, 2019

